



**DEPARTMENT OF THE ARMY**  
**HEADQUARTERS, U.S. ARMY MEDICAL COMMAND**  
**2050 WORTH ROAD**  
**FORT SAM HOUSTON, TEXAS 78234-6000**

REPLY TO  
ATTENTION OF

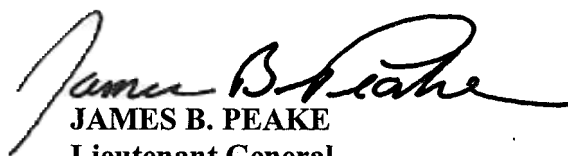
**MCEE (690-600)**

**29 JAN 2001**

**MEMORANDUM FOR ALL PERSONNEL, U.S. ARMY MEDICAL COMMAND**

**SUBJECT: Commanding General's Policy Statement on the Civilian Equal Employment Opportunity (EEO) Program**

- 1. Throughout the U.S. Army Medical Command (MEDCOM), the EEO emphasis is on respect for the individual and an environment in which people are empowered and motivated because they are part of an organization that ensures accountability and fair treatment.**
- 2. Discrimination on the basis of race, color, religion, sex, national origin, age, mental/physical disability, or reprisal (for participation in protected EEO activity) will adversely affect the readiness of MEDCOM organizations.**
- 3. I fully support the MEDCOM EEO Program and its Affirmative Employment Program and Special Emphasis Programs. They are designed to promote employment opportunities and identify/address employment-related and diversity issues for women, minorities, individuals with disabilities, and disabled veterans.**
- 4. The EEO Complaints Process provides a system for employees, applicants for employment, and former employees to exercise their right to address perceived incidents of discrimination. Complainants also may be offered the option of mediation for the possible early resolution or settlement of the matter at issue.**
- 5. Commanders, managers, and supervisors must not tolerate any reprisal against those who exercise their rights under EEO. Respective officials will consider whether corrective action (e.g., disciplinary action or documentation in annual evaluations) against managers/employees who engage in discriminatory actions is appropriate. Officials should also support recognition for those who demonstrate significant achievements in EEO.**
- 6. This policy statement will be permanently posted on all official bulletin boards.**

  
**JAMES B. PEAKE**  
**Lieutenant General**  
**Commanding**